

POLICE CONDUCT OVERSIGHT COMMISSION

Minutes

Regular Meeting June 09, 2015

Starting at 6:00 p.m.

350 Fifth Street, Room 241, Minneapolis, MN 55407

Committee Members Present: Andrea Brown (Chair), Andrew Buss, Amran Farah, Jennifer Singleton (Vice Chair) and Laura Westphal.

Staff Present: Michael K. Browne, Director – Office of Police Conduct Review (612) 673-5500. Also present, Legal Analyst Ryan Patrick and Committee Clerk Leda Schuster.

Chair Brown called the meeting to order at 6:02 p.m.

Singleton moved to adopt the meeting agenda

Seconded.

No discussion. All-in favor. None opposed.

The motion carried

Westphal moved to adopt the May 12, 2015 meeting minutes.

Seconded.

No discussion. All-in favor. None opposed.

The motion carried

Chair Brown moved to item number 5 of the agenda “Unfinished Business” while waiting for Mayor Betsy Hodges to arrive to the meeting.

Discussion: Summer PCOC Listening Sessions & Feedback for the MPD’s Body

Camera Standard Operation Procedures (SOP)

Minneapolis Police Chief Janeé Harteau addressed the Commission and those in attendance. The following were the main points from her speech:

- Appreciated being invited by the Commission to participate in the Cinco de Mayo parade.
- Chief Harteau asked the Commission for assistance in soliciting public feedback on body cameras. Specifically around the following questions:
 - Does the public support officers wearing body cameras?
 - What policy considerations does the public have regarding the use of body cameras?
 - Any other feedback that the public or the Commission can provide around body cameras.

Approved Minutes During the August 11, 2015 PCOC Meeting

- The pilot program ended on May 15, 2015. MPD is currently in the process of selecting a vendor and framing a permanent policy regarding the usage of body cameras.
- Currently there is an SOP which has been used as a temporary guidance during the pilot project. It is now a framework to the Body Cameras Policy.
- Public feedback is critically important in helping outlining the policy.
- Public feedback is needed by October 1, 2015. Full deployment of 616 cameras is expected to be on February 1, 2016.

With the conclusion of the presentation from Chief Harteau, Chair Brown opened the floor for discussion. The following is a list of the discussion points from commissioners' comments and the speaker's responses:

- A commissioner asked about the results from the pilot program. Chief Harteau shared positive feedback from the officers involved in the pilot. Deputy Chief Glampe stated that the pilot helped define training opportunities when full deployment takes place. It also helped MPD understand the framework for policy considerations, and that is why public feedback is important.
- Another commissioner asked about any trends identified in regards to how active officers were when activating cameras. Deputy Chief Glampe indicated that no specific trends were identified except for questions about the appropriate time to turn on/off the cameras.

Chair Brown opened the floor to Mayor Betsy Hodges.

Greetings from the Mayor

Minneapolis Mayor Betsy Hodges took the floor and addressed the Commission and those in attendance. The following were the main points from her speech:

- Mayor Hodges thanked the PCOC for its valuable work for the City. She stated that she appreciates the PCOC's service and hard work. The PCOC's service is needed because it helps elevate conversations around police/community interactions and helps bring some clarity to some existing issues.
- Reiterated that the PCOC has the authority by ordinance to review and recommend MPD policies changes. Mayor Hodges welcomes PCOC feedback and offered to assist in anyway needed.

With no further discussion on the matter, Chair Brown moved to the next item on the agenda.

Approved Minutes During the August 11, 2015 PCOC Meeting

Chair Brown gave the floor to Commissioner Singleton to continue the conversation around Chief Harteau's request on public feedback about Body Cameras.

- During its May meeting, the Outreach Committee discussed how the PCOC can assist with the Body Camera Policy's development.
- A motion to host listening sessions was discussed during that meeting with two main purposes:
 - To gather local input from members of the community concerning body cameras.
 - To perform research on national best practices concerning body camera implementation.

Singleton moved to conduct a course of research and study to develop feedback on the Minneapolis Police Department's adoption of policies governing the use of body cameras and the storage of data generated from body cameras. The research will include hosting a series of three listening sessions on the topic of body cameras to gather public comment. The first body camera listening session shall be on June 27, 2015 at 10:00 a.m. at the Urban Research and Outreach-Engagement Center (UROC).

Seconded.

The Chair opened the floor for discussion.

- A commissioner asked about dates/times for the second and third listening sessions. Commissioner Singleton suggested that the other two sessions are scheduled during the weekends of July 11 and July 25.

With there being no further discussion from the members present, the Chair closed the discussion and called for a voice vote.

All in favor. None opposed.

The motion carried.

Chair Brown moved to the next item on the agenda.

Partnership with MPD's Application for DOJ Body Camera Grant

Travis Glampe, MPD Professional Standards Deputy Chief, addressed the Commission and those in attendance. The following were the main points from his presentation:

- The Department of Justice (DOJ) put out a grant nationwide for body camera's implementation and the MPD applied for the grant.

Approved Minutes During the August 11, 2015 PCOC Meeting

- The MPD is currently pursuing letters of agreement with key partner groups such as the Police Federation, the City Attorney's Office, and the OPCR. D.C. Glampe would like to include with the grant application a letter stating that the PCOC is assisting the MPD with the implementation of the body camera program. This letter is simply reiterating the current work of the PCOC to help gather public feedback and best practices nationwide.

In regards to the Partnership with MPD's Application for DOJ Body Camera Grant:

Westphal moved for the PCOC to sign the letter of agreement to support the MPD with the DOJ grant application.

Seconded.

The Chair opened the floor for discussion.

- Singleton asked about an overview of the DOJ grants. Deputy Chief Glampe indicated that the DOJ is providing twelve grants of up to \$600,000 to qualifying police departments across the nation. He stated that getting the grant would benefit the implementation of the body cameras. The grant is intended to be used for training purposes and procuring the cameras. The grant will be matched by the City.

With there being no further discussion from the members present, the Chair closed the discussion and called for a voice vote.

All in favor. None opposed.

The motion carried.

Chair Brown moved to the next item on the agenda.

MPD Policy Changes

Medaria Arradondo, MPD Deputy Chief of Staff, addressed the Commission and those in attendance. The following were the main points from his presentation:

- Status on 5-105 sections 10, 14, or 15:
 - Language Usage in terms what it is prohibited by the policy.
 - Talk about unnecessary harsh language, derogatory language.
 - The MPD intends to make the policy more understandable for the public and police officers.
 - MPD is currently reviewing the policy and expects to share the draft to the Commission within the next couple of months.

Approved Minutes During the August 11, 2015 PCOC Meeting

- Limited English Proficiency & Disability
 - This policy focuses on individuals with limited English proficiency and makes officers aware of the resources the City provides to address language needs during interactions with law enforcement.
 - Using signage, phone interpretation services, and in-person interpreters are part of the current LEP improvements.

With the conclusion of the presentation from Deputy Chief Arradondo, Chair Brown opened the floor for discussion. The following is a list of the discussion points from commissioners' comments:

- A commissioner stated that there are current policy issues concerning usage of inappropriate language. Many complaints evolve around the usage of language and there seems to be a disconnection between the incidents and policy violations. The commissioner expressed appreciation that the MPD is currently reviewing that policy based on the feedback provided by the OPCR and the PCOC.
- Regarding the Limited English Proficiency Policy, a commissioner asked if the MPD will consider adding more services/languages. Deputy Chief Arradondo specified the City looks at the actual city services that are utilized by the different communities other than English. At this time, the MPD has not received requests for additional services/languages.
- A commissioner asked about the training aspects around the LEP Policy. Deputy Chief Arradondo specified the training focuses on making sure officers are aware of all the resources available.

With there being no further discussion, Chair Brown moved to the next item on the agenda.

Cultural Awareness Recommendations

Andrew Buss, PCOC Policy and Procedure Committee Chair, addressed the Commission and those in attendance. The following were the main points from his presentation:

- Based on discussions that the P&P Committee has regarding cultural awareness, the following recommendations are proposed:
 - Putting some resources in place and integrate them into existing trainings: webinars, checklists, videos, etc.
 - Include POST certified topics, consisting of those that may be available currently, as well as those we may choose to develop internally and/or through contracted entities with the goal of POST certification.

Approved Minutes During the August 11, 2015 PCOC Meeting

- Development of in service, stand-alone training topics which could also include the use of the first level (pre-recorded) materials to allow the limited amount of time available for face-to-face training to focus on the topic while using the level one material to get individuals up to speed.
- Targeted continuous training. This would allow for a grouping of required and recommended training based on longevity, position/rank, etc. This being the more complicated level would require more time to implement as well as the use of content developed in the earlier levels.

With the conclusion of the presentation from Commissioner Buss, Chair Brown opened the floor for discussion. The following is a list of the discussion points from commissioners' comments:

- A Commissioner asked if the committee is planning to include cultural immersion opportunities where officers would interact with members of the community outside of a training venue. Commissioner Buss indicated that bringing community leaders to these trainings is being considered as it will be a more meaningful way to foster relationships and learning.

Committee Reports

A. Policy and Procedure Committee

Commissioner Buss, the Committee Chair, addressed the Commission. The following are the main points from his report:

- Investigatory stops study was presented to the Minneapolis City Council on May 20, 2015.
- Public Safety, Civil Rights & Emergency Management Committee recommended to the City Council a repeal of the Spitting and Lurking ordinances. Discussion of PCOC letter of support and recommendation, although due to timing no action was taken. Both measures were adopted by the City Council on June 5th.
- Use of Chemical Agents – Commissioner Singleton suggested a possible Research and Study on chemical agent usage, such as protocols for type of agent (small or large canisters), after-action procedures, and medical care.
- An MPD instructor from the Training Unit will present to the P&P committee on June 22, 2015. The presentation will be on different types of chemical agents used by MPD, how officers are trained to use different types of chemical agents, and clarification on the post exposure requirements.

B. Outreach Committee

Commissioner Singleton, the Committee Chair, addressed the Commission. The following are the main points from her report:

Approved Minutes During the August 11, 2015 PCOC Meeting

- The Committee moved to recommend that the PCOC host three listening sessions on the issue of body cameras
- The Civil Rights Department will have a table at the Juneteenth and PRIDE festivals.
- Other event and volunteer opportunities are: Somali Independent Day, Rondo Days, National Night Out among others. Commissioners are encouraged to attend the events to share information on the PCOC and engage with members of the community.
- Commissioner Cerrillo, through Commissioner Singleton, indicated that the OJP Communications Committee now expects the video explaining the civilian oversight and complaint filing process to be complete by September and not April, as originally projected.

With no further discussion on the matter, Chair Brown moved to the next item on the agenda.

Discussion of May 2015, Selected Case Summary Data

- **Case Summary #3**
 - A commissioner asked if the Office can provide some clarification about the language and inappropriate attitude behavior and how that was considered as a B level violation.
 - Allegation levels are not set by the OPCR *per se*. The case proceeded to investigation due to the variety of issues involved, not simply because of the language violation.
 - Another Commissioner asked about how often officer vehicles are audited. In general cars keep track of mileage. If there is a reason to look into driving behavior it is certainly addressed.
 - A Commissioner asked how the OPCR processes cases with allegations considered a criminal violation.
 - IAU must resolve the criminal issue before the administrative (OPCR) complaint can be resolved.
- **Case Summary #5**
 - This case illustrates the need for the LEP Policy as the officer was having trouble understanding the complainants.
 - This case was added to the Policy and Procedure's queue.
- **Case Summary#9**
 - Coaching took place in regards to report writing to address the complaint.
 - Since officer admitted inappropriate language when dealing with the complainant, a Commissioner stated that she would have liked to see coaching addressing the use of alternative methods that could have been used to calm the complainant down.

Approved Minutes During the August 11, 2015 PCOC Meeting

Chair Brown moved to the next item on the agenda.

New Case Selection

The Chair called for the Commissioners to identify their top three case synopses choices for June 2015 and asked the Committee Clerk to call the roll. The following are the votes by Commissioners:

Brown	1	2	3
Buss	2	8	10
Cerrillo	1	8	10
Farah	1	4	8
Singleton	1	2	8
Westphal	1	4	8

Chair Brown indicated the new case selections for discussion at the July 2015 meeting are **cases # 1, 2, and 8** as the top picks, which were then **selected by unanimous consent of the commissioners**.

With no further discussion on the matter, Chair Brown moved to the next item on the agenda

PUBLIC COMMENT

Chair Brown opened the floor for public comment. The following is a list of the members of the public who addressed the Commission and the topics covered in their discussion:

Chuck Turchick:

- Public comments during meetings.
- Role of the PCOC.

John Hoff:

- Body Cameras
- Access to street camera videos.
- Add a mailbox for public comments about body cameras.

Dave Bicking:

- Coaching Study
- OJP Coaching Committee.
- Grievances
- PCOC role and the OPCR.

Approved Minutes During the August 11, 2015 PCOC Meeting

Michelle Gross:

- Role of the PCOC.
- Complaint handling.
- Case summaries and synopses.
- Coaching and dismissals.

With no further public comment, Chair Brown closed the floor for public comment.

ADJOURNMENT

With all of the Commission's business being concluded, the chair entertained a motion:

Singleton moved to adjourn.

Seconded. All in favor. None opposed.

The motion carried.

Chair Brown adjourned the meeting at 7:31 p.m.